



Noncompetitive Appointment of Certain Military Spouses

Working for America

UNITED STATES OFFICE OF PERSONNEL MANAGEMENT



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Authority

Established by Executive Order 13473

- Facilitates the entry of military spouses into the Federal Civil Service
- Minimizes disruption when military families move due to permanent relocations
- Recognizes and honors service members who become disabled or die during active duty service

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Overview

Noncompetitive hiring authority to positions in the competitive service

- Temporary, term, and permanent
- Public notice is required
- Must qualify for the job
- No rating and ranking
- Considered with other noncompetitive applicants

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Who is Eligible?

- Spouses of armed forces members serving on active duty for 180 days or more, provided the spouse relocates to the member's new permanent duty station
- Spouses of armed forces members retired under Chapter 61 of title 10, United States Code, with a disability rating at the time of retirement of 100%
- Spouses of former armed forces members who retired or were released and have a disability rating of 100% from the Department of Veterans Affairs
- Un-remarried widows or widowers of armed forces members killed while serving on active duty

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Terminology

Service Member:

An individual serving in the armed forces under orders specifying the individual is called or ordered to active duty for more than 180 consecutive days for other than training

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Terminology

Permanent Change of Station (PCS):

The assignment, reassignment, or transfer of a service member from his or her present duty station or location without return to the previous duty station or location

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Terminology

100% disabled:

- Retired from active duty with a service-connected disability rating of 100 percent as documented by a branch of the armed forces
- Retired, released, or discharged from active duty and has a disability rating of 100 percent as documented by the Department of Veterans Affairs

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Terminology

Killed while on active duty:

Death of a service member while on active duty

Example: Dies as result of an enemy attack, accident, disease, or natural causes

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Eligibility

Based on

- PCS move
- 100% disability of a service member
- Death of a service member while on active duty

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Eligibility

Based on PCS

- Spouse must be authorized and relocate with the service member to the member's new permanent duty station via PCS orders
- Eligibility limited to geographic area indicated on the service member's PCS orders

Duty station and surrounding area within reasonable daily commuting distance

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Eligibility

Based on Disability

- Spouse of service member who retired under Chapter 61 of title 10, United States Code, with a disability rating at the time of retirement of 100%
- Spouse of retired or released member who has a disability rating of 100% from the Department of Veterans Affairs or applicable branch of service
- No geographic restriction for eligible spouses

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Eligibility

Based on Death of a Service Member

- Service member must have been killed while on active duty
- Must be the unmarried widow or widower of the deceased service member
- No geographic restriction for eligible spouses

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Proof of Eligibility

Eligibility Based on PCS relocation

Spouse must provide

- Copy of service member's PCS orders authorizing the spouse to accompany the service member
- Proof of the marriage to the service member

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Proof of Eligibility

Eligibility Based on 100% disability

Spouse must provide

- Proof the service member was released or discharged from active duty due to a service-connected disability
- Documentation of the service member's 100% disability
- Proof of marriage to the service member

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Proof of Eligibility

Eligibility Based on Death of the Service Member

Spouse must provide

- Proof of the service member's death while on active duty
- Proof of marriage to the service member

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Time Frames

Spouses are eligible for noncompetitive appointment for a maximum of 2 years from the date of the

- Service member's PCS orders
- Documentation verifying the service member is 100 percent disabled
- Documentation verifying the service member was killed while on active duty

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Other Conditions

Eligible spouses

- Must apply to a job announcement
- Must meet the qualification requirements for the position
- May be appointed to temporary, term, or permanent positions in the competitive service
- May use this authority once per PCS move
- Are subject to the same conditions (e.g., suitability) as are other applicants

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Other Conditions

- No grade-level limitation
- Use of this authority is discretionary by Federal agencies
- Spouses who relocated prior to implementation of this authority have 2 years from the date of the PCS orders to use this authority